

Federal Direct Hiring Authorities for Veterans

30 Percent or More Disabled Veterans

What it provides: This authority enables a hiring manager to appoint an eligible candidate to any position for which he or she is qualified, without competition. Unlike the VRA, there's no grade-level limitation. Initial appointments are time-limited, lasting no more than 60 days; however, you can noncompetitively convert the individual to permanent status at any time during the time-limited appointment.

When to use it: This authority is a good tool for filling positions at any grade level quickly.

Who is eligible: Eligibility applies to the following categories:

- Disabled veterans who were retired from active military service with a disability rating of 30 percent or more
- Disabled veterans rated by the Department of Veterans Affairs (VA) (within the preceding year) as having a compensable service-connected disability of 30 percent or more

Benefits to the hiring manager: A 30 percent or more disabled veteran appointment is an effective way to quickly appoint eligible disabled veterans to any position for which they are qualified without issuing a vacancy announcement.

Veterans' Recruitment Appointment (VRA) (Formerly, Veterans' Readjustment Appointment)

What it provides: VRA allows appointment of eligible veterans up to the GS-11 or equivalent. Veterans are hired under excepted appointments to positions that are otherwise in the competitive service. After the individual satisfactorily completes 2 years of service, the veteran must be converted noncompetitively to a career or career-conditional appointment.

When to use it: VRA can be a good tool for filling entry-level to mid-level positions.

Who is eligible: VRA eligibility applies to the following categories:

- Disabled veterans
- Veterans who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized
- Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded
- Veterans separated from active duty within 3 years

Benefits to the hiring manager: VRA allows a manager to fill positions quickly by appointing eligible veterans to positions for which they are qualified, up to and including GS-11 or equivalent, without issuing a vacancy announcement.
